



THE BULLETIN



Published by the Scovill Manufacturing Company for its Employees.

Vol. XXIX

February 18, 1946

Number 7

The Results Of The Recent Mediation Any Future Wage Offer To Be Based On Price Relief

On February 12, 1946, at 1:30 p. m. the Company and Union met in a meeting in the Waterbury City Hall called by the Connecticut State Board of Mediation and Arbitration who attempted to mediate the issues of the strike.

Both sides stated their position to the Board. The Company reviewed the last few Negotiating Meetings during which it offered a 10% general wage increase to be effective immediately, which the Union turned down, and during which the employee members of the Bargaining Committee of the Scovill Brass Workers' Union, Local 569, wished to postpone the strike for one week to allow for further negotiation.

The Company notified the State Board of its previously stated position that its 10% offer was made solely to avert a strike and that so long as that purpose had not been accomplished this offer, and the Company's offer on the remaining issues, were withdrawn.

Any future wage offer by the Company must be based on assured price relief from the Office of Price Administration that will cover both past and future increases.

Strikers' Pay Loss \$270,000.00 Weekly

Bargaining Unit Employees Fall Behind \$ Million-A-Month

Scovill Main Plant and Waterville Division employees who are out of work because of the strike are losing about \$270,000.00 each week they are out. The figures taken represent the hourly and piecework payroll of the two divisions for the week ending January 13, 1946. They do not include the added payroll of those employees hired into such occupations since that week.

As this is read, the strike loss to employees of Scovill in Waterbury and Waterville amounts to nearly a half million dollars. That loss will continue to mount at the rate of more than a million dollars a month.

Losses such as these have a snowball effect. They hurt the individuals. They hurt the Company. They hurt the merchants. They hurt the whole community. And it takes a long, long time to make them up.

Let's Be Sensible

Two days before the Scovill Main Plant and Waterville Division were struck there was only one unsettled issue — wages. The wage matter cannot be settled by the Company. The government will have to establish a price raising formula that will pay for both past increases and any future increase. As soon as such a formula is established the Company will determine how much of a wage increase can be given and negotiate it with the Union.

It will take the same action whether the strike is in progress or not.

The final raise granted will be the same whether the strike is in progress or not.

This is, in effect, a strike against the government — not against Scovill. Why not call off the strike and get to work?

Nobody wins a strike; everybody loses.

Reopening A Plant After A Strike It's Not A Simple Task

Many persons take it for granted that a plant that has been closed for a period of time can be reopened at a moment's notice for complete operation. Quite the contrary is true. Some plants that have been struck will take weeks to get into full operation. Others can get into full operation in a shorter time, but it is doubtful if any plant can immediately start full production.

An automobile that has been laid up for the winter should be carefully checked and adjusted before being put into regular operation. So it is with machinery in a factory. Removing machinery from regular operation for more than ordinary periods, and then starting it up, often brings to light conditions which must be corrected. Every piece of equipment will have to be inspected carefully before it can be operated.

Annealing furnaces get completely cold when shut down for a long period. They must be brought up to temperature, and be warmed through, if they are to be accurate. This takes time.

Plating or other solutions that should be at a given temperature for proper operation will have been completely chilled, and time will be required to

Scovill Continues Non-Strikers' Pay

Employees who are not in the Bargaining Unit will for the present continue to receive pay when they are told by the Company not to report for work because of the strike.

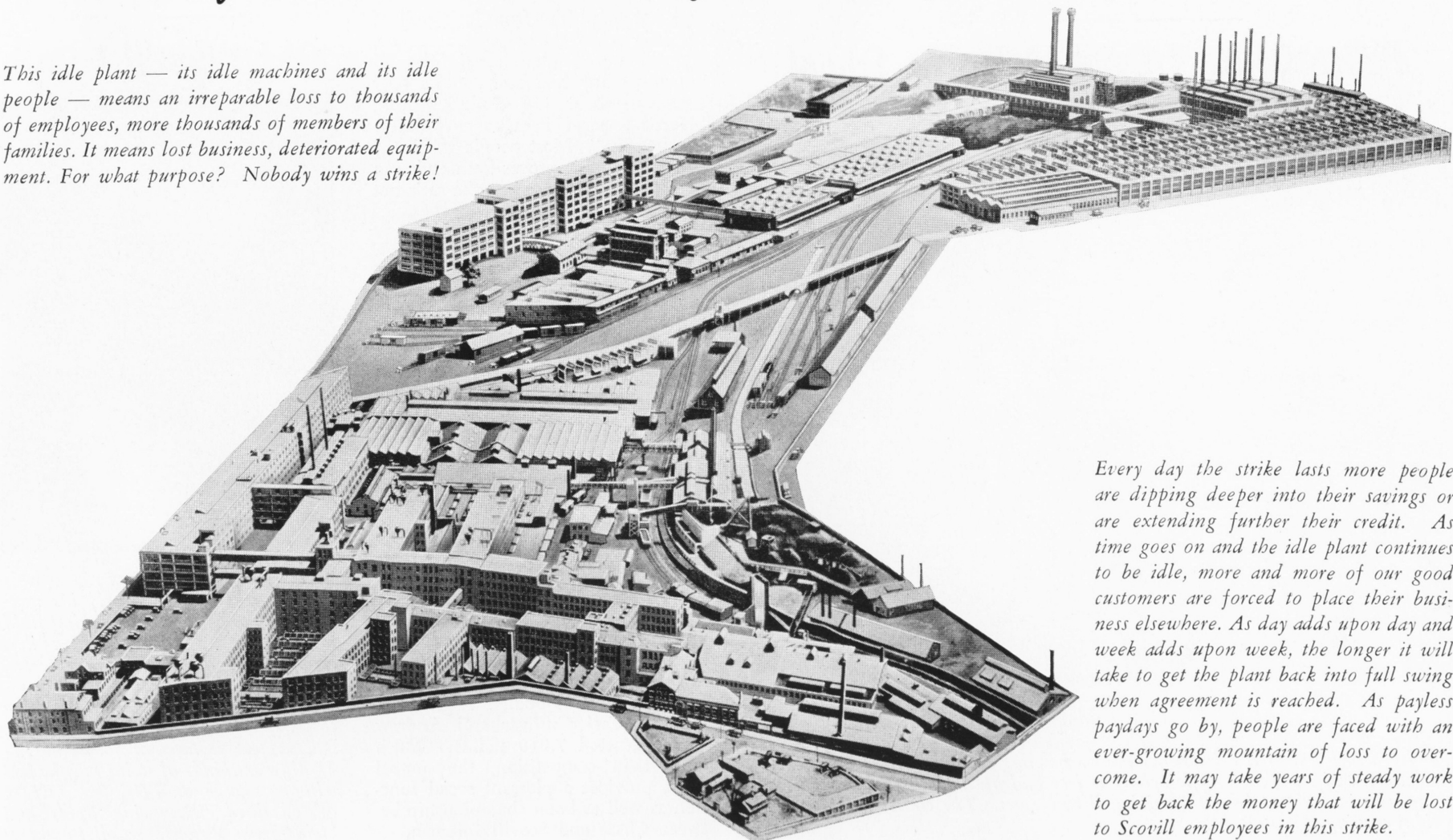
How long this arrangement for continuing pay will last depends on the circumstances as they arise. Employees outside the Bargaining Unit must remain available and on call to continue to receive their pay. Checks are mailed to the homes of employees asked to stay out.

If it becomes necessary to stop this payment to employees not in the Bargaining Unit the Company will give them the proper credentials with which to register for unemployment compensation.

(Continued on Page 2, Col. 1)

94 Acres Of Land - - 2,500,000 Square Feet Of Floor Space - - IDLE!

This idle plant — its idle machines and its idle people — means an irreparable loss to thousands of employees, more thousands of members of their families. It means lost business, deteriorated equipment. For what purpose? Nobody wins a strike!



Every day the strike lasts more people are dipping deeper into their savings or are extending further their credit. As time goes on and the idle plant continues to be idle, more and more of our good customers are forced to place their business elsewhere. As day adds upon day and week adds upon week, the longer it will take to get the plant back into full swing when agreement is reached. As payless paydays go by, people are faced with an ever-growing mountain of loss to overcome. It may take years of steady work to get back the money that will be lost to Scovill employees in this strike.

ARMY NAVY **THE BULLETIN** SCOVILL

Published Weekly By The Scovill Manufacturing Company
 In The Interests Of Its Employees
 99 Mill Street, Waterbury, Connecticut
 Editor—Francis L. Smith

"We pledge ourselves to investigate thoroughly for accuracy before publication the material presented in THE BULLETIN."

Vol. XXIX February 18, 1946 Number 7

"Labor to keep alive in your
 Breast that little spark
 Of celestial fire called
 conscience."
 —George Washington

Reopening A Plant After A Strike

(Continued from Page 1, Col. 4)

get them ready. Also, the composition of such solutions will have to be checked before they can be used.

As the strike is prolonged, more and more tools and equipment will have to be coated with grease or other preservative to prevent deterioration. This will require time to clean so production can proceed.

Most of our regular supplies from several hundred different suppliers have been stopped. Until this flow of supplies can be started again the plant cannot operate with any regularity.

It is very likely that many orders that were in process or on our books are now, or will be, cancelled. Our customers cannot wait on Scovill if Scovill is not filling their orders.

So all employees on strike cannot expect to return to work the day the strike is over. They will be able to return only as fast as the Company can absorb them. If many orders are cancelled because of the strike, some may not be back for a long period. Every day the strike lasts will lengthen the time required to get up to full production.

All Recreation To Continue On Schedule

Available Center Time Open

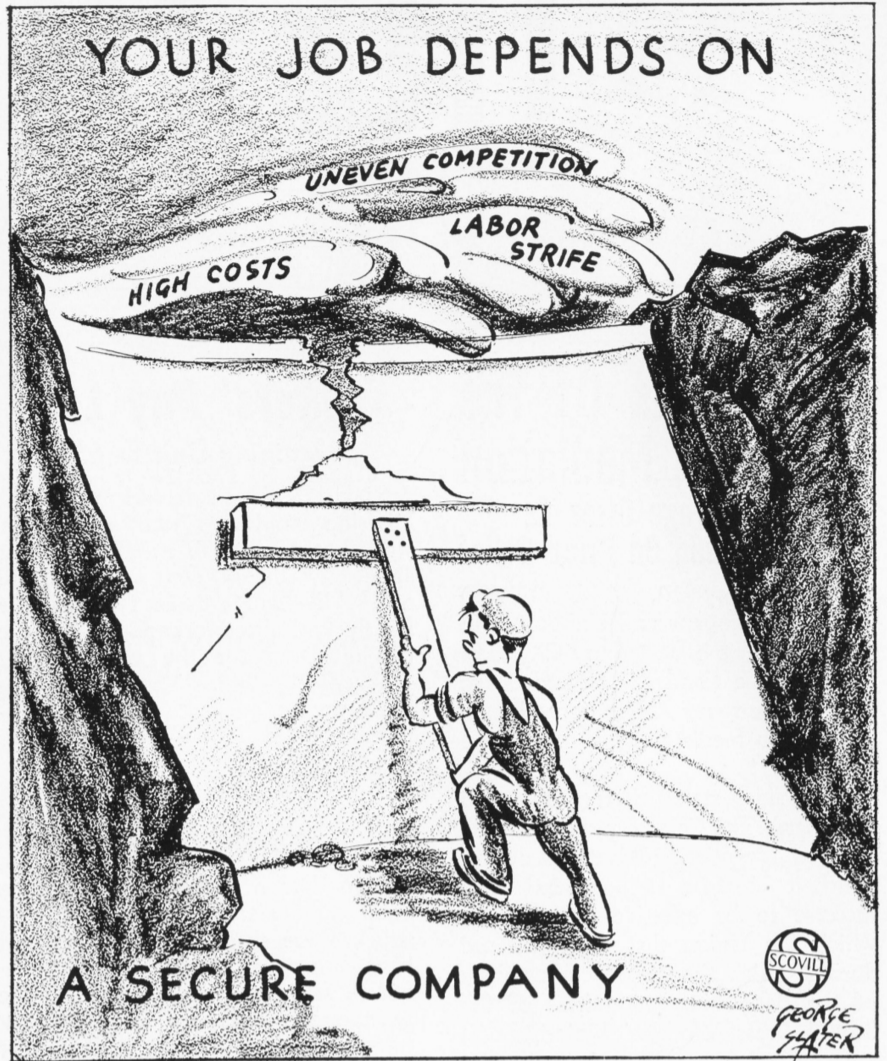
Regardless of the interruption of normal work functions in the Scovill Plant, the recreational activities of the employees will proceed along normal planned channels, Coordinator of Employee Activities, Fred Wilson, stated last week.

Any daily period that is not already taken by scheduled events at the SERA Center is available to idle employees if they wish to stage special events or add recreational events that will absorb some of their idle hours.

The basketball and bowling schedules will continue as planned. All other activities as dances, card parties, badminton, minor sports and hobby features will be staged per usual.

The Sunday night "Open House" dance which are free to all Scovillites and their friends will also take place as planned.

Anyone interested can just drop in at SERA Center and enjoy himself. There is plenty of equipment in the Main Hall and in the Game Room. The comfortable chairs and a radio is available in the Lounge. You are welcome!



Alcohol Anti-Freeze Explodes, Burns Man

Radiator alcohol anti-freeze makes a mighty potent explosive, especially when a lighted cigarette is around the fumes, as one Scovillite learned recently through painful experience. With mere bristles now remaining for eyebrows and eyelashes and also sporting large burns on the forehead and face, he told THE BULLETIN that he was peering into the radiator vent when his cigarette ignited the escaping alcohol fumes. He received medical attention immediately at a nearby doctor's office.

A hat saved him from losing all of his hair when the explosion let go, and the burns, though painful, will not leave any bad scars. His only comment about the explosion was, "Here's a good item for the Safety Department." Most people watch the gas tank — this proves both ends can be dangerous, even when the car's not moving.

Classified Ads

Found

A ladies' wristwatch in Building 61-2 on Monday, February 4. The owner can recover her loss by identifying the watch to the Plant Protection Department.

For Sale

One oil burning parlor stove. Call phone 3-3918.
 Rabbits—live or dressed—35c per pound. Call at 212 Silver Street.

Services

All makes of refrigerators and washing machines repaired. Phone 5-0673, or call at Bunson Road, Prospect.

Police Officers Conduct Traffic School



From their classroom in police headquarters, Lieutenant William Dwyer, seated, and Sergeant James Magner can point out the "Do's and Don'ts to the public—which makes it a lot better than a bawling out when it occurs in heavy downtown traffic. The Traffic School is free and open to the public, especially those who intend to take out a driving license soon. The classes are held every Friday evening at 7:30 P. M.

Scovill Beats Chase In Pinochle Series

By amassing a margin of 8,775 points, the Scovill Foremen handed the Chase Foremen pinochle team its most lopsided defeat in the annual series. The final match was played at the Scovill clubhouse February 5 with a turkey dinner served before the match. The previous week, the Chase-men played host at the Chase Country Club, but dropped the play by 3,075 points.

In taking two out of three in the pinochle play, the individual high team of Peter Arots, North Mill, and Michael DePrimo, Lipstick, aided the final win by 7,705 points. High Chase team of Carl Gulliver and Andrew Craft garnered 7,010 points. Much more than competition, the annual series provides a pleasant social function as well as boon championship between Chase and Scovill foremen.

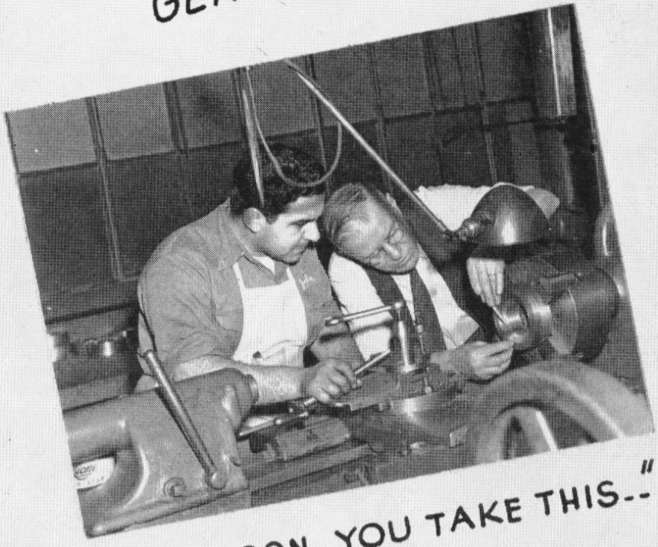
Oh! What'll I Do?



Oh! A brand new spun rayon dress and lipstick all over it. If it's non-washable, use a standard cleaning fluid to remove the grease. When dry, sponge with lukewarm, soapy water, then sponge in clear water. If washable, remove grease with cleaning fluid, simply wash in soap and water. Complete instruction for removing 47 different kinds of stains may be had without charge at THE BULLETIN office, titled "Removing Spots and Stains from Rayons." Call in today!

PREPARING FOR THE FUTURE!

GENERAL TRAINING INSTRUCTORS SHOW THE APPRENTICES HOW



"NOW SON, YOU TAKE THIS.."



THEORY PLUS PRACTICE



"A LITTLE BIT MORE"



PASSING ON THE "TRICKS OF THE TRADE"



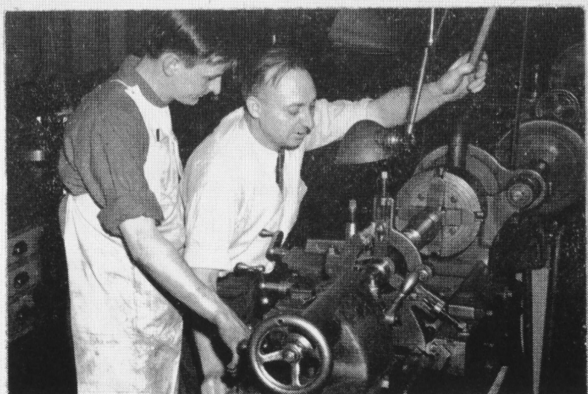
"GOTTA CUT IT A BIT MORE"



GOING BY THE "GOOD BOOK"



"SEE HOW HE'S DOING IT"



"EASY DOES IT"



FROM BLUEPRINT TO FINISH

Brass Casting Once Family Monopoly

Over A Century Ago Casting Of Brass Was Guarded Secret



Brass casting a century ago was a "closed trade," known only to certain families and passed on to the children. Once cast mysteriously by touch and vision, good brass can now be cast by any good man who can use a pyrometer. Too, with no "monopoly," brass is cheaper and better available to mankind.

"Too many cooks spoil the broth" must have been the motto of the brass casters in Scovill over a century ago when the trade was practiced as a family secret. Like burnishing and hand treatment of industrial materials, only certain families knew the "arts." They passed them on to their children.

Other Waterbury brass concerns had their "family monopolies," too. With Scovill it was the Porter family who knew every trick of the brass casting trade. Clever as metalworkers of the Renaissance, they called every turn of the brass casting industry until a small invention known as a pyrometer made it possible to measure all brass "cooks" with the same rule. Casting by eye and "secret touch" passed on into his-

tory, and with it went the prohibitive cost of brass.

Operating akin to medieval guilds, they worked during the night to be away from those who coveted their "closed" trade. But their cleverness must be acknowledged. The "family" was paid a high sum for every 100 pounds of brass cast, with the hiring of other casters, fire tenders and essential help strictly in their realm. Scovill furnished the pots and raw materials; they added the alchemy of brass—their "secret touch."

Melting down the raw materials and scrap, they stewed it a while, then added "secret powders"—table salt, powdered borax or charcoal—depending upon the alloy needed. The bags did little more than act as a flux, for heat controls the correct casting of brass. But the little bags worked like a witch doctor's charms in keeping the inquisitive at a respectable distance.

Nevertheless, casting was an art then. Within the memory of men still casting was the family trick of placing an iron rod in the molten brass and when it gave a familiar "tick," the metal was right for pouring. And the metal came out right, too! Some could tell by the color of the metal how hot it was.

The "family" knew how to keep up the incentive for casting good brass. Their casters received so much for 100 pounds of good brass they cast—casters then paid the family just double if they spoiled it.

Those people who once cast brass by the inherent factors of vision and touch deserve distinction. But they held a monopoly — kept the price of brass high. The man who invented the pyrometer, an instrument that would measure extremely high temperature, broke the monopoly. The excessive cost of brass was reduced and it then became available to those who never before could afford it.

Employees' Service Length Rarely Matched

Every Week In '45 Two Or Three Persons Celebrated 25th Anniversaries

As one of the leading and oldest independent brass concerns in the United States, Scovill's employees in great numbers show length of service reached by few companies. Since Scovill began to award service pins in 1940, a total of 6,634 persons have received their tenth, twenty-fifth, fortieth, fiftieth or above, anniversary

pins. Employees from the Main Plant, Waterville, Oakville, Hamilton-Beach and Schrader of Brooklyn and Birmingham, England all share in these awards.

During the year 1945 in the Main Plant, five employees reached their fiftieth year of service, 20 marked their fortieth year, 140 completed twenty-five years of service and 209 finished their tenth year. Almost every month, two people celebrated their fortieth year while every week an average of 2.8 persons finished their twenty-fifth year. That record of long service is encountered in few concerns.

Modest Crowd Makes Success Of Banquet

With 275 guests attending instead of an anticipated 550, there was ample space for enjoyment at the 32nd annual dinner of the Scovill Foremen's Association held at Temple Hall February 9. A New York road show entertainment group featuring a female magician, a one-man band and other novelty acts arrived late, but went far to make the dinner a success.

The filet mignon dinner served the group was quoted as the best to date. Less attendance gave the caterers a chance to shower more attention on the attending group. Two Scovill officials, Roger Sperry and B. P. Hyde, represented "top Management" at the affair.

Chairman of the affair, William Wells, stated that the dinner went by the planned schedule and the "no speech" clause was faithfully followed, permitting easy informality during the SFA members' "night out."



"For Continuous Service" — Since 1940, 6,634 Scovillites have received a similar pin to attest their 10th, 25th, 40th or 50th year of service. During 1945, 140 employees of the Main Plant completed twenty-five years of service with the Scovill concern; 209 completed their tenth year.

Fund Spends \$7,619 On Soldiers' Smokes

Complete returns from the Scovill Employees Cigarette Fund reveals that employees donated \$3,112.31 in cash, gained \$430.78 from employee's shows, and \$267.51 from the sale of scrap paper for a total contribution of \$3,810.60. The Scovill concern matched this employee sum with a gift of \$3,809.13.

The major part of the \$7,619.13 bought 100,000 cigarettes a month for the men overseas from September 1943 until V-J Day. \$7,363 was used for this cause and after V-J Day, \$250 was sent to the Lovell General Hospital at Fort Devens, Massachusetts to buy cigarettes and tobacco for the wounded men at Christmas. The remaining \$6.73 was given to the Sunshine Fund.

Vincent Tolletti, Electrical Department, was chairman of the Employees Fund and Joe Brenneis of Manufacturing Stores Records acted as cashier.

Celebrate Forty-Fifth Wedding Anniversary



The Michael Wallaces' represent a large family and on the occasion of their forty-fifth wedding anniversary, January 31, an open house celebration was held at their Laval Street home. Michael senior is with the Wire Mill, Jack is employed in the West Machine, Senator Patrick J. is foreman of Packing "B" and daughter Mary is with Manufacturing Stores Records.

The open house turned into a big affair with the families of the children present as well as many relatives and friends who helped the couple celebrate. Left to right, front: Mary, Mrs. and Mr. Wallace. Rear row: Michael, junior, principal of Webster School, Jack and Patrick.

POSTMASTER—If addressee has removed and new address is known, notify sender. Dept. B, on Form 3547, postage for which is guaranteed by the sender.

SCOVILL MANUFACTURING COMPANY
99 Mill Street, Waterville, Conn.
Return Postage Guaranteed

U. S. POSTAGE
PAID
WATERBURY, CONN.
PERMIT NO. 123